



Medicines & Healthcare products Regulatory Agency

Interview Proforma: **Behaviours** / **Experience** / **Technical**

Behaviours are the actions and activities that people do which result in effective performance in a job. Behaviours are defined by grade.

Experience is the knowledge or mastery of an activity or subject gained through involvement in or exposure to it.

Technical is the demonstration of specific professional skills, knowledge or qualifications.

Scoring guidance:

1 - Not Demonstrated	2 - Minimal demonstration	3 - Moderate demonstration	4 - Acceptable demonstration
No positive evidence and/ or substantial negative evidence demonstrated	Limited positive evidence and/ or mainly negative evidence demonstrated	Moderate positive evidence but some negative evidence demonstrated	Adequate positive evidence and any negative evidence would not cause concern

5 - Good demonstration	6 - Strong demonstration	7 - Outstanding demonstration
Substantial positive evidence of the behaviour	Substantial positive evidence; includes some evidence of exceeding expectations at this level	The evidence provided wholly exceeds expectation at this level

Candidate Name			
Job Title and Job Code			
Panel Member Name			
Interview Date		Total Score	

Behaviour

Description.

Q.



Rating: 17

Behaviour

Description.

Q.



Rating: 17

Experience

Q.



Rating: 17

Experience

Q.



Rating: 17

Technical

Q.



Rating: 17

Technical

Q.



Rating: 17